

Frequently Asked Questions (FAQs)?!

How do I register for a training through True North Logic?

- You can now find directions right here on Staff Hub! On the Paraprofessional Trainings and Information page, click on the “**How to register for courses on True North Logic**” link. This should get you on the right path to registering for the **Fundamental Course of Study (FCS)**.
- [Staff Hub - Paraprofessional Trainings and Information](#)

Who is considered an “Instructional Paraprofessional?”

- The State of Washington is requiring school districts to provide the **Fundamental Course of Study** to all “**Instructional Paraprofessional**” in grades K-12. This would include General, LRCI, LRCII, UNS, and ACT/Transition Paraprofessionals in the ISD. It does not include HRS, BASC, or Transportation, although these courses are generally open to all who wish to participate. The ISD would like all ECE Paraprofessionals to complete the **FCS**.

Here is the definition of an “**Instructional Paraeducator**” from the Washington State - Professional Educator Standards Board (PESB):

“A classified ... employee who works under the supervision of a certificated ... staff member, from grades kindergarten to 12, to support and assist in providing instructional and other services to students and their families, including library assistants, and excluding bus monitor, lunchroom aides, and community service aides.

All classified staff who fall under the above definition must meet the minimum employment requirements ... and complete training requirements of the program.

NOTE: Preschool Paraeducators are excluded from the above definition, and Paraeducators who work in transition programs are considered a part of the K-12 definition (PESB, Implementation Toolkit p.11).”

- [Professional Educator Standards Board: Implementation Toolkit](#)

What if I’m both a Before and After School Care (BASC) Para and an Instructional Para?

- If you are both a Before and After School (BASC) *and* an Instructional Paraprofessional, you will attend the **Fundamental Course of Study** training which is provided for all Instructional Paras.

What if I'm a Paraprofessional who is a Health Room Specialist (HRS), a BASC only, in Transportation, or working in Early Childhood Education (ECE)?

- Health Room Specialists, BASC only, and Transportation Paraprofessionals should look for direction from their own supervisors on which training(s) to attend. Often, each of these departments will have **their own specific trainings**. However, sometimes they may direct you to take the **Fundamental Course of Study** training. It's always best to approach your own program supervisor with questions!
- ECE Paraprofessionals are strongly recommended by the ISD to take the **Fundamental Course of Study** training. Even though it's not required by the state, the district would like all Early Childhood Education Paras to take the **FCS**.

I can't make it to one of the trainings. Will there be another chance to take the course?

- There will be make-up opportunities for the **Fundamental Course of Study** courses, however, if at all possible, please try to make it to the training course the first time that it is offered. We cannot guarantee that there will be enough space to accommodate everyone at a make-up opportunity. Our make-up dates will always be held on non-student days. This year's confirmed date is **January 27th, 2020**, and there is a possible date for Elementary Paras only on **December 5th, 2019**.

Is this training required?

- With the passing of new law by the State of Washington (*House Bill 1115, 2017*), all school districts are required to provide the **Fundamental Course of Study** to all Instructional Paraprofessionals. This year, the state funded half of the **FCS**, so the Issaquah School District (ISD) is required to provide two (2) of the four (4) total days of training.
- Once the bill is fully funded, the ISD will be required to provide all four (4) days of training for Instructional Paras, and the **FCS** will become part of the **minimum employment requirements** for Paraprofessionals in the State of Washington. It is anticipated that the legislature will fully fund the bill by the end of the 2019-20 school year. This means that the **FCS** would become a requirement for employment during the 2020-2021 school year.
- It is strongly recommended that all Instructional Paraprofessionals in the ISD take the **Fundamental Course of Study** trainings that are being offered during the 2019-20 school year. This will get you half-way through the **FCS** and well on your way to the expected requirements for employment that are almost certainly coming our way.
- [Washington State Legislature Bill - Fundamental Course of Study](#)

Is this a part of our contract?

- Yes, this is now a modification to our current contract. In June 2019, the ISD and our Union, SEIU, worked together on a Memorandum of Understanding (MOU). An MOU is an addition to our contract. This was agreed upon by the ISD, SEIU, and was voted on/approved by Paraprofessional Union members on June 19, 2019. Dates that were agreed upon for trainings were August 27th, 2019 and October 14th, 2019 with a make-up day on January 27th, 2020 and a possible December 5th make-up.
- Here is the wording from the MOU, or addition, to our Paraprofessional contract:

MEMORANDUM OF UNDERSTANDING

Between the Issaquah School District

And

Issaquah Paraprofessionals

(Service Employees International Union, Local 925)

The following Memorandum of Understanding is made and entered into between the Issaquah School District and the Service Employees International Union, Local 925 concerning the implementation of the state mandated Paraeducator Certificate Program for the 2019-2020 school year and is subject to the following:

- 1) In accordance with HB1115 and SB 6399 and with funding allocated by the Washington state legislature, the District will provide fourteen (14) hours of professional development consistent with the learning targets of the Fundamental Course of Study to Paraprofessionals.**
- 2) For the 2019-2020 school year, the work year for all Paraprofessionals covered under the contract will be one hundred and eighty-one (181) days as indicated on the Paraprofessional calendars. In addition to those regular contract days the District will provide twelve (12) of the fourteen (14) hours of the Fundamental Course of Study professional development on August 27, 2019 and October 14, 2019.**
- 3) For Paraprofessionals hired after the August 27, 2019 and/or the October 14, 2019 training, the missed Fundamental Course of Study professional development will be provided on either the elementary conference days in December or on the January 27, 2020 non-student day.**
- 4) For Paraprofessionals unable to attend the August 27, 2019 and/or the October 14, 2019 training, the missed Fundamental Course of Study professional development will be provided on either an elementary conference day in December or on the January 27, 2020 non-student day. Paraprofessionals hired after the August**

and/or October training will have first priority for makeups followed by those Paraprofessionals whose assignment determines the requirement to complete the Fundamental Course of Study. Exempt Paraprofessionals will be offered makeup training based on space available. Eligibility for participation of exempt Paraprofessionals (i.e. Bus Aides, Health Room Specialists, Before and After School Care) will depend upon the availability of state allocated funds and District resources.

- 5) Paraprofessionals will be paid their regular hourly rate for professional development hours outside of their regular work schedule.**
- 6) Compensation for and implementation of the additional Paraprofessional professional development is contingent upon the continuation of the explicit funding by the Washington state legislature. Prior to June 1, 2020 or within thirty (30) work days of the state legislature determining funding of the Paraeducator Certificate Program for the 2020-2021 school year, whichever is sooner, the District and the Union will meet to discuss the impact.**
- 7) This MOU will not be precedent setting and shall expire on August 31, 2020.**